

MOTION BY SUPERVISOR MARK RIDLEY-THOMAS

JUNE 9, 2009

EMPLOYMENT: DISPLACED PRIVATE SECURITY OFFICERS

Given the current atmosphere of heightened national security and the threat posed by terrorism to public safety, communication between law enforcement and public safety officials is critical.

When a Los Angeles County department changes private security companies for its buildings and facilities, it puts the tenants of such buildings and facilities at risk because the new security company may hire officers to protect the building that have never worked in that area and are not aware of the safety hazards or building routines. This limited transitional period enhances the safety of those tenants by requiring protection by officers who are familiar with the area.

I THEREFORE MOVE, THAT THE BOARD OF SUPERVISORS:

Direct the Chief Executive Officer to work with the County Counsel and various County Departments to:

Implement a Countywide policy which addresses the issues arising out of a situation where a contractor providing security services for Los Angeles County at

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MOTION

MOLINA _____

RIDLEY-THOMAS _____

YAROSLAVSKY _____

ANTONOVICH _____

KNABE _____

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County buildings and facilities defaults on, or is unable to execute the terms of such security service contract, and where due to exigent circumstances the County is required to continue the provision of such security services without going out to competitive bid, contracts shall include the following provisions:

The contractor shall offer employment to all retention employees who are qualified for such jobs. A "retention employee" is an individual (a) who is not an exempt employee under the minimum wage and maximum hour exemptions defined in the federal Fair Labor Standards Act, (b) who has been employed by a Contractor under a predecessor contract or a predecessor cafeteria services contract with the County for at least six months prior to the date of this new Contract, which predecessor contract was terminated by the County prior to its expiration; and (c) who is or will be terminated from his or her employment as a result of the County entering into this new contract.

The contractor shall not be required to hire a retention employee who (a) has been convicted of a crime related to the job or his or her performance; or (b) fails to meet any other County requirement for employees of a Contractor.

The contractor shall not terminate a retention employee for the first 60 days of employment under the contract, except for cause. Thereafter the Contractor may retain a retention employee on the same terms and conditions as the Contractor's other employees.

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